

SteelMatters

ISSUE 6
March 2020

Your community magazine

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BREXIT UPDATE

Deirdre Fox, Director Strategic Business Development tells us how Tata Steel UK is preparing for and looking towards the business landscape post-Brexit

On 1 February formal trade talks between the UK and the EU opened and the transition period commenced. The transition period will end on 31 December by which time it is hoped that a free trade agreement will be in place. During the transition period business processes and document requirements will remain as they are today, including the application of safeguard measures and trade defence instruments and the application of any tariffs.

In summary, it should be 'business as usual' for us as an organisation.

What is key now is that we ensure we are well prepared for the end of December 2020 when the UK finally leaves, unless there is an agreement to an extension which we think is unlikely at this stage.

We have a team working on Brexit planning which is engaging with Government departments to influence the shape of any future trade deal to mitigate any risk for our company and we continue to work closely with our many customers in UK and EU to make sure we can support each other through this process.

In addition, we are looking at the future opportunities that might be ahead of us: for increased local procurement and for opportunities arising from future free trade agreements.

There are still many unknowns, but we are looking towards the future positively and will ensure that we work hard to represent the UK steel industry.

TEAMWORK IS THE BOS FOR NEW VESSEL REPLACEMENT

After more than 70 days of hard work, precise engineering and unrelenting teamwork, the major capital investment project to replace Basic Oxygen Steelmaking (BOS) vessel 2 at Port Talbot has been completed and is already back in full production.

Project Lead Dave Murray said: "This has been a very successful project. It has taken meticulous planning and unbelievable commitment and hard work from Tata Steel employees and our contractor partners alike.

"We now have a brand new vessel with the latest technology and features that will make operations safer and with less impact on our environment for many years to come."

Manufactured in Poland, the 500-tonne vessel was transported in two pieces by ship, with a further 500 tonnes of parts and materials from across Europe transported to Port Talbot by road.

The project has involved replacing the vessel, tilt drive gearbox, doghouse, fume extraction and newly-



After 70 days of hard work and months of planning the new vessel is now live

designed charging and tapping doors. Dave added: "The project has been an enormous challenge and it has

taken a massive team effort to produce this great result. "I'm very lucky to have had a

SEE HOW WE RECENTLY CELEBRATED 50 YEARS OF STEELMAKING AT THE BOS PLANT ON PAGE 4

fantastic team working with me which has always done everything possible to deliver the project as safely and quickly as possible, while ensuring a quality installation that will last for at least 20 years."

Peter Jones, Works Manager Steel and Slab, said: "It wasn't easy having a construction site alongside live operations, but thanks to the cross-departmental working relationship the steel plant has an asset set for the future challenges.

"Having spoken to the teams, they were very impressed with the new vessel, operationally speaking, and very happy with the new environmental and safety measures.

"Well done all involved."

New locos pulling their weight

Two new hybrid locomotives are reducing fuel costs and minimising environmental impact as they move iron and steel around the Port Talbot site.

Works Manager, Internal Logistics, Simon Morgan said: "As well as environmental benefits, the new locos help the stability and productivity of our operations by providing better reliability with lower maintenance and higher availability."

The locos Simon's operating at both ends of the site, transporting liquid iron in torpedoes from the blast furnaces to the steelplant, and hot rolled coils ready for despatch.

The third loco is due imminently, with two more due in 2021 to further replace more of the current, ageing 14-strong company fleet.

Simon added: "The locos are part of an ongoing investment in our infrastructure and have been designed to be future-proof, using the latest battery technology.

"And while we have had some teething issues, the drivers have been working with the manufacturers as each loco has been introduced, and we are making further modifications for future deliveries.



By 2021 there will be a fleet of five electric locos on our site

Each electric loco weighs 90 tonnes and is capable of pulling (or pushing) loads up to 2500 tonnes

"But generally, the drivers are loving them – they're easy to drive, have plenty of power, and run almost silently."

Each electric loco weighs 90 tonnes and is capable of pulling (or pushing) loads up to 2500 tonnes

Power is delivered by the traction battery and 416kW maintenance free, high torque electric motors.

The locomotive is self-contained, with onboard battery-charging coming from a low-emission diesel engine (so they don't need plugging in at night!).

Clive Hannaford, Managing Director at Clayton Equipment, said: "The design of these bespoke locomotives, with manufacture, test and commissioning has taken just over 24 weeks.

"They are the largest designed and built in the UK for more than 16 years and use high quality steel for the 30-tonne frame, supplied by Tata Steel's Plate Profiling Centre in Wednesfield."



Annemarie Manger, Director of Sustainability, Health, Safety, Environment & Quality

CLEAR PATH TO CARBON-NEUTRAL STEELMAKING

What role does climate change play in your daily life?

With three teenage children, climate change is very much on the agenda at home.

They challenge me, working in a CO₂ intensive industry, to take it seriously and to speed up our decarbonisation.

Tata Steel has a clear ambition to become a carbon neutral steelmaker by 2050. What will be your priority? First, we need to make sure we have all the information we need on the

Annemarie Manger, Director Sustainability, Health, Safety, Environment & Quality, talks about what is needed to become a carbon neutral steelmaker.

technical requirements.

Then we need a clear picture of the operational costs and what investments are needed.

Our interaction with national and European governments is also important.

Communication is vital.

We need to make sure our employees, our customers and the rest

of the world know we are serious about decarbonisation.

What technologies will be part of the solution?

We are investigating carbon capture, usage and storage (CCUS) with partners in both the Netherlands and the UK.

In the UK we're playing a leading role in the South Wales 'industrial cluster',

bringing together industrial partners to develop a clean growth strategy for the region, exploring CCUS, the development of a hydrogen economy, and energy and resource efficiency.

For 2050, the solution to carbon-neutral steelmaking lies in using hydrogen instead of coal to produce steel.

Governments are embracing this, but it will not be a quick fix as it will require enormous amounts of hydrogen from renewable sources as well as developing hydrogen steelmaking technology.

Spotlight on social media – are you following us?

Do you follow us on social? If not you should!

Keep up to date on all things Tata Steel with interesting steel facts, articles about our #steelheroes, exclusive images and videos from across our UK sites.

In recent weeks we have posted an exclusive video on the Royal visit, amazing heritage pictures from our extensive archive, updates on our

recent delivery of electric locos and much more!

We also regularly use our social media channels to communicate important messages with you, our close neighbours around any operational activity on site that might affect you. We will also be uploading the latest community outreach dates and venues across our social feeds in coming months.



Follow us on social media



@TataSteelUK

DEAR NEIGHBOUR

SAFETY IS A HUGE PRIORITY FOR OUR SITE

Last month we were honoured to welcome HRH Duke and Duchess of Cambridge to our site.

They met with employees at the Hot Mill and apprentices and community members at our Training Academy. It was an opportunity for us to showcase our site and our single best asset, our people.

They left with a better understanding of our workplace, our mission and the wider values we stand for.

It has been a tough few months for us across the business. We sadly lost two colleagues towards the end of last year. This is something we never want to happen.

We want every person on our site, to go home safely to their loved ones. It's my biggest priority. April 28 is global Workers Memorial Day and thanks to a team of graduates from across the business we will be unveiling a memorial plaque at Taibach memorial park in conjunction with Neath and Port Talbot County Borough Council and our contractor partners.

This will be a place for quiet reflection and I'm proud of the graduate team who have worked very hard to make this a reality.

With spring on the horizon, there is much to look forward to. We will be out in the community at local venues talking to you, our neighbours about our Community Award scheme, recruitment opportunities and our operational performance.

I know I speak on behalf of the team heading this up when I say we look forward to speaking with you, we learn so much from talking to each other. I hope to see you at one of the sessions.

Keep an eye on our social media channels for updates on the locations and dates.



Change of mindset enables pupils to develop self confidence

A recent donation to a Port Talbot secondary school is equipping pupils with the mindset to achieve.

The donation to Ysgol Cwm Brombil enabled the school to purchase a copy of growth mindset book "You Are Awesome" by Matthew Syed for each pupil in Year's 7 and 8.

And it's already paying dividends, with headteacher Shaun Clarke noticing a difference in the pupils' outlook and behaviour.

Hub Director Martin Brunnock visited the school to see how the children were putting the book into action, and got the chance to talk to Year 8 pupils who were working their way through the accompanying workbook.

He also had a chance to sit in on an inspiring Year 7 assembly themed around the topics of the book, demonstrating how the school is making it an integral part of its learning and self-development.

"It was an inspiring morning," said Martin. "Being able to see how much the pupils were getting from the inclusion of this text into their school day was great.

"It reminded me of a process we have gone through internally called Sustainable Operational Excellence and how it is so important to start forming positive habits at a young age.

"The school is helping the pupils develop their self-confidence, harness their passion while developing a culture of resilience and willingness to try new things without fear of failure – something we could all learn from, I'm sure. What a privilege it was to be able to assist the school in this way."

Headteacher Shaun Clarke explained how the book was enabling pupils to develop their people skills, which will ultimately make them more rounded individuals, ready to take on the world when they leave the nurturing atmosphere of school at 16.



Martin Brunnock visited pupils in Year 8 who take one hour a week to read through and work on their books



A litter pick will happen every month

LITTER PICKING

Inspired by others across our UK sites, a team from Port Talbot donned its high-visibility jackets and picked up litter-pickers and hit the entrance road into the 'works to collect and bin the rubbish across the road.

While it was great to get rid of the rubbish, the group also used it as an opportunity to catch up and check-in with each other as part of the 'Time to talk' initiative – a national initiative encouraging people to end the shame of silence felt by those suffering with mental health problems, while encouraging conversations with each other around our emotions and how we are feeling.

The team will head out on the first Wednesday of every month and plan on hitting the streets in close proximity to the steelworks.

Anniversary event celebrates past, present and future of steel icon

IT'S STILL THE BOS ... FIFTY YEARS ON

A celebration to commemorate the BOS Plant at 50 in Port Talbot was an opportunity to reflect on the past, while looking to the future of the

plant following the recent vessel replacement. More than 30 retired employees, many of whom were part of the shift



Those attending were able to visit the BOS plant and see themselves how it had changed over the last 50 years

responsible for the first ever cast in 1969, were welcomed to the academy by Works Manager Peter Jones and his team.

They were treated to presentations by Dr David Murray, Project Lead for the recent vessel replacement, and Sally Jones, of Port Talbot Historical Society, about the rich iron making heritage of Port Talbot.

The highlight of the afternoon was the opportunity for guests to go back to the BOS Plant itself to see the new vessel in action.

They even got to try a virtual reality crane simulator which is being rolled out to current employees at the steel plant, thanks to the team at the design office.

"It was a privilege to be able to welcome some of the guys that were there at the first cast in 1969," said Peter. "Walking them through the plant they had worked in, many for more than 30 years, was incredible.

"The afternoon was one of celebration, looking back at where we have been, but also one filled with optimism about our future and the technological advances recently achieved with the installation of the new vessel."

There was even a touch of Hollywood glamour at the event with a surprise appearance (via video) from Michael Sheen congratulating the team on the milestone anniversary.



Checking out the virtual reality crane simulator

A ROYAL WELSH SHOW

The Duke and Duchess of Cambridge's recent visit to South-West Wales saw them stop off to meet workers at our Port Talbot site.

In a whistle-stop visit, William and Kate talked to Hub Director Martin Brunnock and Chair of the PT multi-union committee Alan Coombs, about the plans for the future of the business.

Martin said: "They were hugely interested in our investment plans, both for our assets and for our people, and they wanted to know more about

how we're minimising the impact on the community and the environment."

The Royal visitors then set off to the Hot Strip Mill with Works Manager Carl Banfield, meeting operators in the Finishing Mill pulpit. Carl said: "The boys loved showing off the mill at its best, and it was great for the Duke and Duchess to see our industry close-up."

He added: "We should have Royal visitors more often, we rolled our best shift of 2020!"

The party then moved to the

academy where Prince William was introduced to some of the business's future leaders by Training Delivery Manager, Huw Mathias.

Shane Ash and Briony Morgan spoke about the value of the apprenticeship scheme, while Bethany Carnegie and Lucas Zierold talked about how they'd progressed in the company through the graduate route.

At the same time, the Duchess of Cambridge sat with some of the many people from the Port Talbot

community who work with, and have benefitted from Tata Steel support: The Tobin family who organise the Richard Burton 10k and fundraising, and Shaun Clarke and Nicola Thomas who do so much to inspire and support children at Ysgol Cwm Brombil.

Nia Singleton, who hosted the session, said: "Kate was very down to earth and genuinely interested in the people, the community and the part that our business plays in supporting it."



NEWS
IN BRIEF

China virus affects steel
Chinese steel demand and output has dropped due to the coronavirus outbreak, and as a knock-on impact, the price of iron ore has fallen sharply. Analysts believe the temporary fall in Chinese steel production and demand could lead to higher steel production elsewhere which will weigh down global steel prices.

UK steel group formed
The UK parliament has formed an All-Party Parliamentary Group for Steel, a new cross-party steel committee of MPs that will champion Britain's steel industry. A government study has identified £4bn a year in new market opportunities for the steel sector, including infrastructure projects such as the H52 high-speed rail link.

Turkish company ready to bid for British Steel
Turkish conglomerate Cengiz Holding says it is ready to bid for British Steel if a sale to China's Jingye Group falls through. Cengiz, which owns 12 companies and has 60,000 employees, says it is targeting the UK for investment. The unions have backed Jingye's rescue deal, despite fears that it might cut 500 jobs.

UK car makers slump
British car manufacturing slumped to its lowest level since 2010 last year, as carmakers faced the decline of exports to major markets and Brexit uncertainty, which prompted factory shutdowns and weak consumer confidence. UK factories produced 1.3m cars during 2019.

Ball to launch aluminium bottle
Metal packaging company Ball is to launch new recyclable aluminium bottle line as an alternative to plastic. It says its new Infinity extruded aluminium product line is suitable for liquids and can be adapted for beauty, personal care, beverages, and for food products such as yoghurt, dressings and condiments.

BMW expects Brexit fall in sales and production
BMW says that if a Brexit deal is not reached by the end of 2020 and WTO tariffs apply, the immediate result will be price increases, with a subsequent decline in volume and production. BMW sold 235,000 cars in the UK in 2019, 2% fewer than in the previous year.

APPRENTICE OF THE YEAR

We caught up with Shane Ash, fourth-year Higher Apprentice, to find out more about the highlights, challenges and focus areas of his role at Tata Steel.

How did you come to join Tata Steel?
When I left school I, like many others, was unsure what I wanted to do and simply took the advice from a careers advisor who told me to go to college and study plumbing. After completing the course, I took an interest in what my friend was doing at college (engineering). So, I went back to college to start again – this time with something that really interested me. Following completion of the engineering course, I was offered various apprenticeships but chose Tata Steel as it was an industry that I really wanted to be part of.

Tell us a bit about your role?
Having completed an apprenticeship in mechanical engineering I have progressed to a higher apprenticeship. This route has allowed me to learn all the key skills as a craft person, but now implement them into an engineers role to help me develop further. No two days are the same which is part of what I love about my role. I am currently getting involved in and running different projects where I am learning every day.

You recently received apprentice of the year, could you tell us about your experiences
Being selected for apprentice of the year award was fantastic and something I will always remember. Being very keen and interested in engineering and manufacturing, I feel I will gain a lot from this recognition. I would encourage any apprentice to apply for these awards as it is not only a great feeling to be selected, but will also help with your career.

Have you got an unknown fact or unusual hobby?
Outside of work, I am currently doing a full renovation on my first house and I'm doing most of the work myself. I also own and run a 1,000-litre mixed-reef aquarium which is my passion and a hobby I love.

This time next year, what would you have liked to have achieved?
I would really like to be in an engineers role, ideally a project engineer or area engineer position.



Shane is learning and developing daily thanks to his apprenticeship



Nearly 2,000 men, women and children ran and joined in the fun of the annual Richard Burton race



Brilliant Burton breaking records yet again

Runners of all ages and abilities turned out in record numbers to hit the road for the annual Richard Burton 10K. The event is one of the oldest road races in Wales. Over the past 10 years it has benefitted from Tata Steel sponsorship, growing year-on-year to become a flagship event in the Tata Steel calendar. This year saw nearly 2,500 men, women and children, some representing leading UK running clubs,

tackle 10 glorious kilometres of the gorgeous Afan Valley – with some running for charity, some chasing records, and others in it for the sheer camaraderie. In true Burton fashion, the race breaks rules and incites fun with a 'Sip for Kev' station at the halfway point, where runners are encouraged to take a sip of warm lager in honour of Kevin Webber. Inevitably, some participants

then regret this feat of folly over the remaining five kilometres! Volunteer and organiser Shaun Tobin said: "We kicked the day off with the Kevin Webber Mini Miler, which saw youngsters take part in a run as thousands of supporters cheered them on. "We then had children's entertainment as well as a post-race party, with five bands carrying on well into the night.

"The race is growing year-on-year and we would not be able to put it on without the immense support of the community, with so many people coming together to cheer on all the runners. "A huge thank you to our sponsors Tata Steel, Runtech and other contractors whose support means that more money raised can go to those deserving individuals and groups in the community."



TEAM TATA STEEL FACE THE 'COLD TRUTH' AT THE LIBERTY



More than £25,000 was raised on one night for homelessness charities thanks to the 'Cold Truth' campaign in conjunction with Swansea Sound and the Wave and our friends at EG Lewis. For the last three years Tata Steel has sponsored the awareness campaign, which seeks to challenge the stereotypes associated with homelessness, and shed light on those who are dealing with or have been affected by homelessness through an on-air campaign. The culmination of which is a mass 'sleep out' outside the Liberty Stadium in Swansea. More than 140 people registered to take part this year and 30 of them were



from Tata Steel. Together the team has raised more than £4,000, which will be split between the partner charities, Llamau, Matthew's House, Zack's Place and SaLute. All of the charities are working within the south-west Wales area, affecting change and helping those most vulnerable in our society. "It's a tough night," said Nia Singleton Community Liaison Manager. "It was cold and at points there was some heavy rain, but the team spirit was high and we all understood that this was only one night for us, but it's

an everyday reality for some. "It was humbling to hear from the partner charities about the work they do and how the money raised was going to help them. "Can't say I'm looking forward to it next year, but we're motivated as a team to do it again and hopefully raise even more!" The money raised will be used by the charities to purchase warm clothing, hot meals and also enable them to continue to work with the most vulnerable young people, adults and families in our communities.



Steelworks Santa, Mrs Clause and Candy Cane with Tata Steel representatives, the team from Pyle Garden Centre and charity recipients at the presentation evening

HO HO HO – ALLAN AND FAMILY DID IT AGAIN!

Tax Advisor Allan Evans has a special 'hobble' over the festive period – he transforms into the Steelworks Santa delighting children and their families with his wonderful portrayal of Father Christmas.

For the last two years he has 'suited up' and brought Santa to life all in the name of charity.

A recent cheque-presentation event

at Pyle Garden Centre, where Allan is their resident Santa, saw him hand out cheques to the value of £8,076.47 to Alzheimer's Society Cymru and Velindre Cancer Care.

He doesn't do this on his own, however as Allan has brought the 'Family Clause' along for the ride. His wife Sharon (Mrs Clause) and daughter Katie (Candy Cane the Elf) have also entertained and

brought the magic of Christmas to more than a thousand children at Pyle Garden Centre's Grotto and Tea-with-Santa events and over 300 children at the Tata Steel employee Christmas parties.

The charities chosen are dear to Allan's heart. His mother-in-law sadly passed away from dementia in 2019. "It was important that we are able to use our Christmas platform to give back to local

organisations," Allan said.

"And this year's charity, Alzheimer's Cymru was special to us due to our connection with dementia. I still can't quite believe how much money we were able to raise over the festive period."

"It's set the bar really high for the 2020 season, but it's also a great motivator to keep going and to keep giving back," added Allan.

Top certificate for cadet crew

Tata Steel is delighted to have supported The Port Talbot Fire Cadet Charity since its conception in 2016.

The cadets have been involved in joint exercises with Tata Steel as well as mentoring and practical support from the in-house Fire & Rescue Service and monetary sponsorship for the purchase of the Fire Cadet uniforms.

Jacqueline Ball, firefighter and lead instructor of the scheme, said: "I can't thank Tata Steel enough for the financial support and invaluable training opportunities that have been gained by our cadets from Tata Steel, without the support of Robert Weaver and Robin Jackson our scheme would not have succeeded!"

The cadets recently completed their BTEC Level 2 in Fire & Rescue Services in the Community.

This qualification trains them in risk and hazard identification, fire equipment usage and community liaison.

John Phillips, Watch Manager, said:



The cadets have worked hard to gain their BTEC level 2 qualifications

"If it was not for the personal support from Tata Steel's Fire & Rescue Team, the cadets would not have reached their goal in successfully completing their BTEC Level 2 award.

"The team went out of its way to

facilitate and plan training events for the recruits, from basic life support to safe use of fire extinguishers.

"Robert gave up much of his time to help the cadet scheme become successful from the beginning."

Robert Weaver, Audit Manager, commented: "I personally believe that Tata Steel's support of the Fire Cadets exemplifies the values of responsible steel and the culture within our business. I hope that this support continues."

Steel Matters

GET IN TOUCH

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